

**COLLEGE-WIDE COUNCIL
MEETING SUMMARY**

Date, Time, Place:	Friday, September 8, 2023, 9:00 a.m. to 10:00 a.m., ZOOM Conference					
Attendance:	√	Seth Bacon	√	George Bedell*		Laura Dyson
√ Attended	√	Hannah Cooksey-Tate	√	Jesse Gonzalez		Dr. Stephanie McCaslin
Conveners	√	Craig Patenaude	√	Daphne Powell	√	Elizabeth Settle
	√	Donna Sperry	√	Kelly Winters		
Item/Topic	Discussion/Reports					Assignments/Actions
Approval of May 5, 2023, Minutes	The minutes for the College-Wide Council meeting held on May 5, 2023, were reviewed and approved by the council members in attendance.					The approved minutes will be posted to the College-Wide Council 2022-23 TEAMS site by the close of business today.
Approval of Agenda	The agenda for today's meeting was reviewed and approved by the council members in attendance.					
New Business: Paid Parental Leave Craig Patenaude	A staff member approached the Talent Council regarding parental leave, how other colleges implement it, and how it could be implemented at CSM. The council passed the concern on to Craig, who in turn wrote a draft policy with Dr. Trenace Richardson (Associate Vice President of Human Resources), and Judy Mills (Vice President of Financial Services). It was then presented to Dr. Wilson and the President's Cabinet for comment. The draft policy is being presented to the College-Wide Council for comments and suggestions.					

	<p>Main points of the draft policy:</p> <ul style="list-style-type: none">• Language is based on the Federal Medical Leave Act.• Parental leave is neither sick leave, nor is it a vacation.• The policy would provide up to eight weeks of paid parental leave and would be above and beyond the six weeks the birth mother is entitled to.• The eight-week leave can be taken all at once or broken up into two four-week periods within a twelve-month timeframe. <p>Note that the “Time to Care Act” was passed by the Maryland legislature in 2022 and will begin on October 1, 2024. This law may impact the policy later on and if so, adjustments can be made. In the meantime, the priority is getting a parental leave policy approved and in place as soon as possible.</p> <p>Follow-Up Questions and Comments:</p> <ul style="list-style-type: none">• The policy should include births, adoptions, and the placement of a foster child.• Gendered language in the policy should be reviewed and reconsidered.• Other questions and comments should be directed to the Talent Development Council and/or the Equity and Inclusion Council.	<p>The Talent Development Council and Equity and Inclusion Council will review the Parental Leave policy and present suggestions to the College-Wide Council at a later meeting.</p>
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<p>New Business: Community Service Leave</p> <p>Craig Patenaude</p>	<p>Currently, the college does not have a policy for taking leave to do community service, so this draft policy was developed (see attached).</p> <p>Follow-Up Questions and Comments:</p> <ul style="list-style-type: none"> • Deciphering acceptable organizations, especially when they are religious or political can be a little tricky. Perhaps a list of examples to accompany the policy might help with clarity. • Maybe the Faculty Senate Executive Board (SEB) should review it since the nature and timing of faculty positions differ from staff. 	<p>After the Parental Leave policy (see above) has been reviewed, the Talent Development Council and Equity and Inclusion Council will review the Community Service policy and present suggestions to the College-Wide Council at a later meeting. From there, it will be passed on to the Faculty Senate Executive Board (SEB) for further comments.</p>
<p>Old Business: Review Survey from Task Force</p> <p>George Bedell</p>	<p>In May 2022, Dr. Wilson tasked the College-Wide Council to examine the policy review and governance process, the first step being the development and deployment of a survey of all current and past Governance council members. George and Craig met with Erin Ebersole (Associate Vice President of PIR), Dr. Sarah Merranko (past Faculty Senate President), and Dr. Trenace Richardson (Associate Vice President of HR) to develop a draft of the survey (see attached).</p> <p>Follow-Up Questions and Comments:</p> <ul style="list-style-type: none"> • Except for, "In which council(s) did/do you participate," all the demographic information should be removed since in some instances they can act as identifiers and inadvertently take away anonymity. 	<p>All College-Wide Council members should review the survey draft document so that it can be approved at the October 2023 CWC meeting.</p>

<p>Other Business: Council Membership</p>	<p>Several members and co-chairs of councils have served their full term as of May 2023. Normally, elections and appointments to councils would happen at this time (the beginning of the academic year). However, since changes to the governance structure may occur as early as the spring, the council co-chairs have been asked to stay on temporarily, provided that their council members have no objections. Further discussions will occur at upcoming meetings.</p>	
<p>Adjournment</p>	<p>9:52 a.m.</p>	
<p>NEXT MEETING:</p>	<p>College-Wide Council Friday, October 6, 2023 9:00 a.m. to 10:00 a.m. ZOOM Conference</p>	